

STAR METRICS: TOWARD DATA CONSISTENCY

Job Classification Guidelines

Following each of the eight STAR Metrics job classification categories listed below are guidance for placement of individuals into that category and examples of university employee classifications that are appropriate for the category.

Technician/Staff Scientist

All personnel who do not fit in another defined category and who are contributing to a research project (i.e., involved in supporting/generating or analyzing data)

- all technical staff including animal technicians, machinists, mechanics
- engineers, statisticians, machinists, mechanics (non-faculty)
- research associates/scientists
- all non-faculty PhD/MS/BS scientists (employees, not post-graduate trainees or students)
- IT staff working directly on the project
- high school students
- lab managers

Faculty

All individuals holding an academic professorial rank

- tenure/tenure track
- clinical
- research
- visiting professors
- adjunct professors
- librarians
- academic specialists

Research Analyst/Coordinator

This category is for individuals involved in large-scale clinical trials/studies who serve as analysts/managers/coordinators/facilitators.

- research analysts
- study coordinators
- IACUC coordinators
- clinical coordinator
- clinical specialist
- research specialist
- lab coordinator

Post Graduate Research

All individuals holding terminal degrees (PhD, MD) who are in temporary training status

- postdoctoral
- medical residents/interns/fellows
- clinical fellowships

Undergraduate Students

Students earning baccalaureate/other degrees including fulltime, part time, summer research assistants, work study

Graduate Students

Students earning advanced degrees

- graduate students (part time, full time)
- medical/dental/nursing/students

Clinicians

All non-faculty health care professionals

- nurses (non-faculty)
- dieticians (non-faculty)
- medical technicians
- nutritionists
- social workers
- physical therapists
- clinical psychologists
- dental hygienists

Research Support

Individuals in this category should be examined closely, as most administrative research support is funded through university cost recovery (institutional support/indirect costs). However, there are instances where business/media/marketing/administrative personnel are legitimate/required costs, usually associated with large-scale center-level projects.

- operation managers/managing directors
- regulatory staff
- appropriate administrative/clerical staff
- outpatient support